

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 6

Exclusive Employee Representative:
California Correctional Peace Officers Association (CCPOA)

Number of Employees: Approximately 27,349 full-time equivalents

General Provisions:

I. Health Benefits

Employer Contribution for Active State Employees

- The state's monthly health benefit contribution for each employee shall continue to be a flat dollar amount equal to 80 percent of the weighted average of the basic health benefit plan premiums of the four largest enrolled basic health plans. For each employee with enrolled family members, the employer shall continue to contribute an additional flat dollar amount equal to 80 percent of the weighted average of the additional premiums. The flat dollar amounts shall be increased as appropriate pursuant to the formula on January 1, 2019.

II. Compensation

General Salary Increase (GSI)

- Effective July 1, 2019, all Unit 6 represented classifications shall receive a five percent (5%) GSI.

Uniform Allowance (14.04)

- Increases the annual uniform allowance from \$950 to \$1,000 for full-time employees, excluding Medical Technical Assistants (MTA) and permanent employees working for the Division of Adult Parole Operations (DAPO).
- Increases the annual uniform allowance from \$546 to \$1,000 for MTAs.
- Provides a new annual uniform allowance of \$250 for DAPO employees.
- Allows employees to start receiving a uniform allowance upon completion of the academy rather than upon completion of a probationary period.

Night Shift and Weekend Pay Differentials

- Increases the night shift pay differential (earned by employees who work more than four hours between 6:00 p.m. and 6:00 a.m.) by \$0.15 per hour (Article 15.08 A).
- Increases the weekend pay differential (earned by employees who work more than four hours between midnight Friday and midnight Sunday) by \$0.15 per hour (Article 15.08 B).

Leave Buyback

- In September of 2018, all Unit 6 represented employees will be permitted to cash out up to 80 hours of accumulated compensable leave (Article 10.21). It is anticipated that payment for the one-time cash out will be issued by December 15, 2018.

III. Miscellaneous

- Requires on-duty Division of Adult Institution peace officers to be armed while in uniform, in a state vehicle, and off grounds in the community. Additional weapons retention training will be incorporated into the 2019 In-Service Training Plan. Beginning January 1, 2020, when Division of Adult Institution peace officers are providing inmate transportation, guarding, or escorts off grounds in the community, they are required to be armed with an approved handgun with a triple retention holster (Article 7.05).
- Equip each transportation team with a state-issued smart phone. If a state-issued smart phone is unavailable, transportation staff shall be permitted to voluntarily bring his or her personal cellular phone for state business use only (Article 7.06).
- Allows medical verification for sick leave via telemedicine (Article 10.02).
- Clarifies holiday pay for posted and non-posted positions (Article 10.11).
- Effective July 1, 2019, the forty-one hour work period schedule for Correctional Counselor I employees will include one hour for pre and post work activities (Article 11.10).
- Provides hour for hour CTO for the time an employee was incorrectly held over for involuntary overtime (Article 12.06).
- Increases the lodging reimbursement rate from \$90 to \$110 for Marin County, \$125 to \$140 for Alameda, San Mateo and Santa Clara Counties, and from \$150 to \$250 for San Francisco County (Article 14.01).
- The state and CCPOA will meet to develop the parameters of an equitable distribution redirection plan (Article 16.05).

- Improves and automates the Parole Agent Requested Transfers process (Article 19.06).
- Prohibits a furlough program or a mandatory Personal Leave Program during the term of the agreement (Article 27.04).
- To the extent additional Correctional Counselor positions are authorized through the budget process, the state and CCPOA will meet to discuss duties relative to rehabilitation (Side Letter #4).

IV. Duration

- July 3, 2018 through July 2, 2019

V. Fiscal

- Fiscal Year 2018-19: \$114.6 million (\$112.4 million General Fund)
- Total 2-Year Incremental Cost: \$313.5 million (\$307.5 million General Fund)
- Total 2-Year Budgetary Cost: \$331.0 million (\$324.7 million General Fund)

VI. Agreement

- The complete Tentative Agreement between the state and CCPOA is posted at:
[Contracts on CalHR Website](#)